2023 U-M Ann Arbor Campus Snapshot: Tenure-Track Faculty Composition

ADVANCE PROGRAM
UNIVERSITY OF MICHIGAN

Faculty Representation: Gender

Dark Teal: Women   Teal: Men

In 2023, women represented:

47% Assistant Professors

44% Associate Professors

30% Full Professors

All Tenure-Track Ranks

2001: 25% / 75%
2023: 37% / 63%
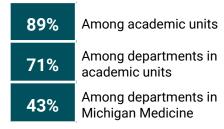
Overall, the share of women in tenure-track positions has increased by 12 percentage points since 2001.

Critical Mass[1] of Women

89% Among academic units

71% Among departments in academic units

43% Among departments in Michigan Medicine

Assistant Professor Hires

53% Women | 47% Men

Associate/Full Professor Hires

47% Women | 53% Men

Faculty Representation: Race-Ethnicity

Dark Blue: Underrepresented Minority[2] (URM)   Blue: Asian/Asian American (A/AA)   Light Blue: White
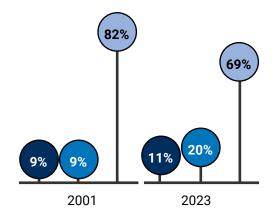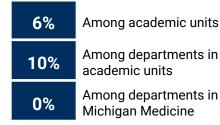
In 2023, URM and A/AA represented:

17% **24%** Assistant Professors

12% **22%** Associate Professors

9% **17%** Full Professors

All Tenure-Track Ranks

2001: 9% / 9% / 82%
2023: 11% / 20% / 69%

Overall, the share of URM faculty in tenure-track positions increased by 2 percentage points and the share of A/AA faculty increased by 11 percentage points since 2001.

Critical Mass of URM

6% Among academic units

10% Among departments in academic units

0% Among departments in Michigan Medicine

Assistant Professor Hires

27% URM | 24% A/AA | 56% WH

Associate/Full Professor Hires

24% URM | 23% A/AA | 53% WH

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[1] Kanter, R.M. (1977). American Journal of Sociology. 82, 965-990.
[2] Underrepresented Minority (URM) includes African American/Black, Hispanic/LatinX, Native Hawaiian/Pacific Islander and Native American/Alaskan Native